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WORKS DEPARTMENT

NOTIFICATION

The 23rd May 2015

SUBJECT—Establishment of Human Resource Development (HRD) and Training Cell of Works Department.

No. 5926—0763940001/2015—As per the approval Resolution of Human Resource Development (HRD) Policy of Works Department, 2015 notified vide Works Department No. 4989—EAP-OSRP/2015, dated the 29th April 2015, the Government of Odisha, after careful consideration have been pleased to constitute a HRD and Training Cell of Works Department in Office of the Engineer-in-Chief (Civil), Odisha with following staff compositions for effective operationalisation of the HRD Policy :—

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|--|----|---------------|
| 1. Engineer-in-Chief (Civil), Odisha | .. | Head of Cell |
| 2. Superintending Engineer, ISAP | .. | Nodal Officer |
| 3. Executive Engineer, ISAP | .. | Member |
| 4. DEE/AEE/AE (2 Nos) of Office of the E.I.C. (Civil), Odisha. | .. | Members |
| 5. PA to all Civil Circles of Works Department (15 No.) | .. | Members |

The HRD and Training Cell shall be supported by adequate Ministerial Staffs (Sr. Assistants/Junior Assistants/Data Entry Operators) from the establishment of Office of the Engineer-in-Chief (Civil), Odisha to work in the HRD and Training Cell.

The HRD and Training Cell shall have the following functions :—

- Conduct Trainings for OWD Officials as per the approved HRD Policy in co-dination with various training institutes and external resource persons.
- Create a staff training database
- Nomination of OWD staff for training
- Carry out a selection process of "OWD's Core team of Trainers"
- Conduct Training of Trainer programme as per needs
- Institute and implement Training evaluation process as specified in the OWD, HRD Policy.

The HRD and Training Cell shall take the assistance of external HRD and Training Experts to operationalise and effective implementation of HRD Policy, 2015. This external support shall include either hiring a training organization/Consultancy agency who have rendered services with proven track record of HRD and Training activities or one HRD Expert/Professional and another Junior/Middle Level HRD and Training professional.

All expenditure towards the HRD and Training activity shall be Met out from a new budget head to be created under the Plan provision of the Works Department from the FY: 2016-17. However, for the current financial year 2015-16, all expenditure on this account shall be Met from ISAP and Operating Cost of the Odisha State Road Project.

ORDER—Ordered that this Notification be published in an extraordinary issue of the *Odisha Gazette* and copies of the same forwarded to all Departments of Government/all Heads of Departments and the Accountant-General, Odisha.

By order of the Governor
NALINIKANTA PRADHAN
Engineer-in-Chief-*cum*-Secretary
Works Department